



Office of Diversity, Equity & Inclusion

Director

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Religious Accommodations

EEO

FEDERAL EMPLOYEE

Religious accommodation is any adjustment at work that enables an employee to practice his or her religion. Employers are not required to accommodate nontheological practices based on cultural or political beliefs or heritage traditions. Religious accommodations may include:

- Flexible scheduling
- Voluntary shift substitutions or swaps
- Job reassignments
- Permission to wear particular head coverings or other religious dress
- Designating a place to pray
- Modification to workplace policies or practices
- Modifications to menus

Source: EEOC

EO

MILITARY MEMBER

The Army places a high value on the rights of its Soldiers to observe tenets of their respective religions or to observe no religion at all; while protecting the civil liberties of its personnel to the greatest extent possible, consistent with its military requirements.

Requests for religious accommodations from a military policy, practice, or duty that substantially burdens a Soldier's exercise of religion may be denied only when the military policy, practice, or duty furthers a compelling government interest and is the least restrictive means of furthering that compelling government interest.

Source: AR 600-20

ODEI NUGGET

Hostile Work Environment

Hostile Conduct May Include:

- Inappropriate or overly forceful language.
- Ethnic jokes or racial references.
- Swearing, sarcasm, insults, or condescending language.
- Any expression with the intent to inflict harm.
- Shouting or attempting to humiliate.

Our office is in search of an employee who would like to come on as a Temporary Technician to serve as a State Equal Employment Assistant. Duties include supporting the Affirmative Employment Program, Special Emphasis Programs, Complaints Processing Program, Alternative Dispute Resolution Program, and the EEO Training Program. If you or anyone you know is interested, please reach out to 1LT Briana Yancey at 803-299-

5390 or briana.m.yancey.mil@mail.mil.

Asian American Pacific Islander Heritage Month

This year's theme, "Advancing Leaders Through Purpose-Driven Service," highlights AAPIs' advancement as leaders in our military and civilian ranks. We take this time in May to acknowledge and honor the military and civilian leaders of our AAPI community, such as Brigadier General Albert Lyman, the first Chinese Hawaiian American general officer who commanded the 32nd Army Division; Vice Admiral Raquel C. Bono, Medical Corps, who served as the command surgeon, U.S. Pacific Command; Brigadier General Coral W. Peitsch, the first female Asian American general officer in the U.S. Army; and the highest ranking AAPI in the military, Eric Shinseki, a four-star general who served as the Army Chief of Staff. We also honor U.S. Senator Tammy Duckworth, retired U.S. Army Lieutenant Colonel, Pilot and Purple Heart recipient, who lost both legs and partial use of her right arm during Operation Iraqi Freedom. Each of these leaders have demonstrated what dedication to the security and safety of our nation looks like. Today, AAPIs make up more than 5% of the enlisted corps, 7% of the officer corps, and 12% of the civilian workforce. Nearly three dozen AAPIs have been awarded the Medal of Honor, the highest military decoration for valor. Despite the racial injustices and inequalities they face in their communities, the AAPI leaders of today remain committed to the safeguarding of freedom and protection of all citizens in the United States. Our strength as soldiers, sailors, marines, airmen, and guardians is rooted in our commitment to embrace and value the differences of our entire workforce. As we serve together as one force, let us stand together in solidarity to celebrate the rich history and culture of the AAPI community, and the contributions of their patriotism and courage.

Source: DEOMI




ADVANCING
LEADERS
THROUGH
PURPOSE-DRIVEN
SERVICE

ASIAN AMERICAN
PACIFIC ISLANDER
HERITAGE MONTH
MAY

The Federal Asian Pacific American Council (FAPAC) has identified this year's theme for the Asian American Pacific Islander Heritage Month as: Advancing Leaders Through Purpose-Driven Service. The icon flower depicted is not a particular flower, but does use the colors of a Hibiscus (used in cultures including India, S. Korea, Malaysia, Solomon Islands, Philippines, and more). The correlation of the flower and a "leader" is represented as always evolving, reproducing, and making other leaders. The Asian American Pacific Islander Heritage Month was introduced in the U.S. House of Representatives in June 1978. This joint resolution was passed by the House and U.S. Senate, and was later signed by the U.S. President on October 5, 1978. This law directed the President to declare a seven-day period, beginning May 4, 1979, as Asian/Pacific American Heritage Week. It wasn't until 1992 that Congress designated May as Asian/Pacific American Heritage Month.

Source: DEOMI

Asian American/Pacific Islander Employment Program Manager



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Pursuant to 29 CFR § 1614.102 (Agency program), The SCNG maintains a continuing affirmative action program to promote equal opportunity, diversity and inclusion and to identify and eliminate discriminatory practices and policies. In support of these programs and the ODEI's mission, the SCNG has seven Special Emphasis Programs; People With Disabilities Program, Federal Women's Program, Hispanic Employment Program, African American/Black Employment Program, and Asian American/Pacific Islander Employment Program, Native American/Alaskan Native Employment Program, and The LGBTQ Employment Program. The programs are managed by appointed Special Emphasis Program Managers (SEPM) and overseen by an appointed Special Emphasis Programs Director.

Special Emphasis Programs are implemented in the workplace environment to promote and foster diversity in the SCNG through awareness and education. The SEPMs ensure the development and maintenance of each program and serve as a liaison and advocate for each group, celebrate diversity with the agency, educate the SCNG to unique cultural characteristics among groups, assist with the State's Equal Employment Opportunity programs and serve as extended support to the SCNG ODEI. To get involved contact State Equal Employment Specialist, the Special Emphasis Program Managers, or the Office of Diversity, Equity, and Inclusion (ODEI).

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Presidential Memorandum Condemning and Combating Racism, Xenophobia, and Intolerance Against Asian Americans and Pacific Islanders in the United States

On January 26, Joe Biden issued the "Presidential Memorandum Condemning and Combating Racism, Xenophobia, and Intolerance Against Asian Americans and Pacific Islanders in the United States.

It mandates that the Attorney General shall explore opportunities to prevent discrimination, bullying, harassment, and hate crimes against Asian American and Pacific Islander (AAPI) individuals, and expand collection of data and public reporting regarding hate incidents against such individuals. The reported incidents range from verbal harassments to physical altercations. Click and open the link below for more information.

[Memorandum Condemning and Combating Racism, Xenophobia, and Intolerance Against Asian Americans and Pacific Islanders in the United States | The White House](#)